



# Equal Opportunities Policy Statement (Pupils)

## 1. Introduction

- 1.1. The Equality Act 2010 consolidates and replaces all existing discrimination legislation. Discrimination on the grounds of protected characteristics (sex, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy, maternity and marital status) are all covered by the Equality Act. The Act also covers these perceived characteristics.

## 2. Policy Statement

- 2.1. Ripley Court School recognises the benefits of having a diverse School Community of staff, pupils, parents/guardians and Governors. It asserts that all those within its community are of equal value and, in both its internal and external dealings, will not discriminate between individuals on any grounds other than ability for a particular place or position.
- 2.2. It is the positive responsibility of all members of the community to encourage, cultivate and nurture an atmosphere and ethos free from discrimination on grounds of any protected characteristic.
- 2.3. This embraces not only physical or verbal prejudice but bringing propaganda into school or wearing badges or insignia designed to create cultural or racial tension.
- 2.4. It is for the member of staff witnessing such behavior, or to whom it is reported, to deal with it directly by explaining why it is unacceptable and appealing to reason and good sense.
- 2.5. The offender will be disciplined in accordance with the School's Behaviour, Discipline and Exclusions Policy, and the incident will be recorded. Failure to respond to an initial admonition will be formally recorded and reported to the staff with pastoral responsibility (Head of Little Court and KS1 or Head of Upper Court) for the pupil concerned and to the Headmaster.
- 2.6. Pupils receive educational guidance through the PSHE curriculum.
- 2.7. Members of staff are to set an appropriate example by their own conduct and must never by language, gesture or philosophy, indicate prejudice. Such behaviour could constitute grounds for disciplinary action.

- 2.8. Ripley Court School will ensure that pupils are not discriminated against, paying particular regard to the protected characteristics set out in the Equality Act 2010, and must proactively consider the need to make reasonable adjustments or exemptions, wherever feasible, for pupils with a disability. This includes all aspects of School life. This also applies to special dietary requirements, dress or religious observance requirements or needs because of religious or cultural backgrounds.
- 2.9. Please also refer to the School's Accessibility Plan, SEND Policy and EAL Policy. Staff should also refer to the Staff Handbook and Code of Conduct.

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| Compiled by: Headmaster                     | Revision Number: 15 (Summer Term 2026) |
| Approved by: Education & Pastoral Committee | Next Revision date: Summer Term 2027   |

Revision History Table

| Revision Number  | Section/Paragraph number | Amendments          |
|------------------|--------------------------|---------------------|
| 15 – Spring 2026 | 2.5                      | Updated role title. |
|                  |                          |                     |